988

Area Wage Survey
Pueblo, CO
September 1988

U.S. Department of Labor
Bureau of Labor Statistics
Summary
November 1988

This summary presents results of a September 1988 survey of occupational wages and employee benefits in the Pueblo Metropolitan Statistical Area, which consists of Pueblo County. This is 1 of over 100 areas which the Bureau of Labor Statistics surveys annually or every other year at the request of the Employment Standards Administration of the U.S. Department of Labor for use in administering the Service Contract Act of 1965. In addition, the Bureau conducts more extensive studies of occupational wages and related benefits in 90 other areas throughout the United States. For information on these reports and other Bureau publications, contact any BLS regional office identified on the back page.

This study covered establishments employing 50 workers or more in manufacturing; transportation, communication, and other public utilities; wholesale trade; retail trade; finance, insurance, and real estate; and selected services. A sample of 41 establishments employing 7,952 workers was selected to represent 58 establishments employing 9,427 workers in the area. Data collected in the sample of establishments were projected to represent all establishments within the scope of the survey.

Table 1 provides hourly earnings information on office and plant workers employed in selected occupations common to a variety of industries. Tables 2, 3, and 4 present information on paid holidays, vacation pay provisions, and insurance, health, and retirement plans for nonsupervisory production and related workers and office workers. (See table 5 for further information on the scope of the survey.)

Occupational classification was based on a uniform set of job descriptions designed to take account of variations in job duties among establishments. The job descriptions used in the survey are available on request.

Revised occupational descriptions are being introduced in this survey for computer operators. In addition, the maintenance, toolroom, and powerplant descriptions have been modified so that workers performing maintenance services for establishments other than their employing establishment are not automatically excluded.

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Table 1. Hourly earnings[1] of selected occupations in Pueblo, CO, September 1988

Occupation[2]	Number of workers	Hourly earnings (in dollars)[1]			Number of workers receiving straight-time hourly earnings (in dollars) of —																							
		Mean	Median	Middle range	Under 5.00	5.00 and under 5.50	5.50 – 6.00	6.00 – 6.50	6.50 – 7.00	7.00 – 7.50	7.50 – 8.00	8.00 – 8.50	8.50 – 9.00	9.00 – 9.50	9.50 – 10.00	10.00 – 10.50	10.50 – 11.00	11.00 – 11.50	11.50 – 12.00	12.00 – 12.50	12.50 – 13.00	13.00 – 13.50	13.50 – 14.00	14.00 – 15.00	15.00 – 16.00	16.00 – 17.00	17.00 – 18.00
Secretaries	35	9.40	9.39	8.41–10.30	2	-	-	-	1	1	1	4	7	3	3	5	[3] 2	-	1	1	2	1	1	-	-	-	-
Secretaries I	8	7.39	7.96	- -	2	-	-	-	1	1	-	-	1	1	2	-	-	-	-	-	-	-	-	-	-	-	-
Secretaries III	13	10.74	10.30	- -	-	-	-	-	-	-	-	-	3	1	-	3	1	-	1	1	2	-	1	-	-	-	-
Key entry operators	17	6.78	6.90	5.95– 7.50	-	-	2	3	2	3	2	1	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Key entry operators I	10	6.15	6.03	- -	-	-	2	3	2	2	-	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Key entry operators II	7	7.67	7.50	- -	-	-	-	-	-	1	2	-	2	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Switchboard operators	7	6.73	6.68	- -	-	-	1	2	-	1	-	2	1	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Computer operators	11	8.87	7.38	- -	-	-	-	-	-	2	4	-	-	-	1	-	2	-	-	1	1	-	2	3	-	1	4
Electronics technicians	87	11.11	10.00	9.38–12.19	-	-	-	-	-	-	-	1	2	9	22	7	6	-	2	21	-	2	7	2	-	-	-
Electronics technicians II	41	11.59	12.19	8.73–12.19	-	-	-	-	-	-	-	-	2	9	-	-	-	-	-	21	-	-	7	-	-	5	6
Maintenance electricians	65	12.76	11.66	11.66–13.70	-	-	-	-	-	-	-	-	-	-	-	-	5	-	-	39	1	-	2	7	-	-	-
Maintenance pipefitters	45	13.70	15.75	10.80–15.75	-	-	-	-	-	-	-	-	-	-	-	-	-	18	-	-	-	1	-	-	-	26	-
Motor vehicle mechanics	31	11.11	10.89	10.89–11.54	-	-	-	-	-	-	-	-	3	-	-	1	1	16	2	5	-	-	-	-	2	1	-
General maintenance workers	8	8.12	7.29	- -	-	-	-	-	1	3	-	2	-	-	-	-	-	-	1	-	1	-	-	-	-	-	-
Truckdrivers	78	8.60	8.96	6.50–11.54	[4] 8	4	4	3	5	2	1	-	-	25	-	1	1	-	-	23	1	-	-	-	-	-	-
Truckdrivers, tractor-trailer	8	8.07	7.13	- -	-	-	-	1	-	2	-	-	-	-	4	1	-	5	-	2	-	-	-	-	-	-	-
Forklift operators	27	8.55	9.25	6.50– 9.66	-	-	-	1	2	3	-	-	-	-	7	-	-	-	-	-	-	-	-	-	-	-	-
Janitors, porters, and cleaners	14	7.90	8.08	- -	2	-	-	-	1	1	-	7	-	-	-	1	-	1	-	1	-	-	-	-	-	-	-

[1] Excludes premium pay for overtime and for work on weekends, holidays, and late shifts. Also excluded are performance bonuses and lump-sum payments of the type negotiated in the auto and aerospace industries, as well as profit-sharing payments, attendance bonuses, Christmas or year-end bonuses, and other nonproduction bonuses. Pay increases—but not bonuses—under cost-of-living allowance clauses and incentive payments, however, are included. Hourly earnings reported for salaried workers are derived from regular salaries divided by the corresponding standard hours of work. The wages of learners, apprentices, and handicapped workers are excluded. The mean is computed for each job by totaling the earnings of all workers and dividing by the number of workers. The median designates position—one-half of the workers receive the same as or more than this rate and one-half receive the same as or less than this rate. The middle range is defined by two rates of pay; one-fourth of the workers earn the same as or less than the lower of these rates and one-fourth earn the same as or more than the higher rate. Middle ranges are not provided when fewer than 15 workers are reported.

[2] For occupations with more than one level, data are included in the overall classification when a subclassification is not shown or information to subclassify is not available.

[3] Workers were distributed as follows: 6 at $4.00 to $4.50, and 2 at $4.50 to $5.00.

Table 2. Annual paid holidays for full-time workers in Pueblo, CO, September 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid holidays	3	1
In establishments providing paid holidays	97	99
Number of holidays:		
4 half days	1	-
6 half days	1	(1)
4 holidays	29	20
5 holidays	5	-
6 holidays	11	12
Plus 1 half day	(1)	(1)
7 holidays	9	13
8 holidays	12	3
Plus 2 half days	1	-
9 holidays	3	4
10 holidays	8	19
Plus 2 half days	4	4
11 holidays	11	13
12 holidays	2	11
Average number of paid holidays where provided (in days)	6.9	8.2

[1] Less than 0.5 percent.
Note: Because of rounding, sums of individual items may not equal totals.

Table 3. Paid vacation provisions[1] for full-time workers in Pueblo, CO, September 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments not providing paid vacations	–	–
In establishments providing paid vacations	100	100
Length-of-time payment	71	100
Percentage payment	29	–
By vacation pay provisions for:[2]		
6 months of service:		
1 week	9	13
Over 1 and under 2 weeks	9	20
1 year of service:		
1 week	59	36
Over 1 and under 2 weeks	7	–
2 weeks	32	63
3 weeks	2	1
2 years of service:		
1 week	45	30
Over 1 and under 2 weeks	7	–
2 weeks	47	69
3 weeks	2	1
3 years of service:		
1 week	29	20
Over 1 and under 2 weeks	5	–
2 weeks	62	78
Over 2 and under 3 weeks	2	1
3 weeks	2	1
5 years of service:		
1 week	29	20
Over 1 and under 2 weeks	5	–
2 weeks	24	31
Over 2 and under 3 weeks	2	–
3 weeks	38	49
4 weeks	2	1
10 years of service:		
1 week	29	–
2 weeks	8	29
3 weeks	48	66
Over 3 and under 4 weeks	7	–
4 weeks	8	4
15 years of service:		
2 weeks	5	8
3 weeks	46	31
Over 3 and under 4 weeks	7	–
4 weeks	42	60
20 years of service:		
2 weeks	5	7
3 weeks	39	4
4 weeks	34	87
Over 4 and under 5 weeks	7	–
5 weeks	16	2
25 years of service:		
2 weeks	5	7
3 weeks	39	4
4 weeks	13	48
Over 4 and under 5 weeks	2	–
5 weeks	36	40
Over 5 and under 6 weeks	5	–
30 years of service:		
2 weeks	5	7
3 weeks	39	4
4 weeks	13	48
Over 4 and under 5 weeks	7	–
5 weeks	31	40
6 weeks	5	–
Maximum vacation available:		
2 weeks	5	7
3 weeks	39	4
4 weeks	13	48
Over 4 and under 5 weeks	7	–
5 weeks	31	40
6 weeks	5	–

[1] Includes basic plans only. Excludes plans such as vacation bonus, vacation-savings, and those plans which offer 'extended' or 'sabbatical' benefits beyond basic plans to workers with qualifying lengths of service. Typical of such exclusions are plans in the steel, aluminum, and can industries.

[2] Includes payment other than 'length of time,' such as percentage of annual earnings or flat-sum payments converted to an equivalent time basis; a payment of 2 percent of annual earnings was considered as 1 week's pay. Periods of service were chosen arbitrarily and do not necessarily reflect individual provisions for progression. For example, the changes in proportions at 10 years' service include changes in provisions occurring between 5 and 10 years. Estimates are cumulative. Thus, the proportion eligible for at least 3 weeks' pay after 10 years includes those eligible for at least 3 weeks' pay after fewer years of service.

Note: Because of rounding, sums of individual items may not equal totals.

Table 4. Insurance, health, and retirement plans offered to full-time workers in Pueblo, CO, September 1988

Item	Production and related workers	Office workers
All full-time workers (in percent)	100	100
In establishments offering at least one of the benefits shown below[1]	100	100
Life insurance	98	99
Noncontributory plans	86	88
Accidental death and dismemberment insurance	51	63
Noncontributory plans	46	56
Sickness and accident insurance or sick leave or both	91	96
Sickness and accident insurance	69	57
Noncontributory plans	67	54
Sick leave (full pay and no waiting period)	29	62
Sick leave (partial pay or waiting period)	12	25
Long-term disability insurance	30	42
Noncontributory plans	29	39
Hospitalization, surgical, and medical insurance	98	99
Noncontributory plans	69	62
Health maintenance organizations	60	73
Noncontributory plans	48	45
Dental care	83	80
Noncontributory plans	72	61
Vision care	30	20
Noncontributory plans	22	10
Alcohol and drug abuse treatment	60	62
Noncontributory plans	36	48
Hearing care	19	8
Noncontributory plans	14	4
Retirement plans	89	90
Noncontributory plans	81	89
Pension	85	86
Noncontributory plans	78	85
Lump sum	12	25
Noncontributory plans	5	6
Other	–	–
Noncontributory plans	–	–

[1] Estimates listed after type of benefit are for all plans for which at least part of the cost is borne by the employer. "Noncontributory plans" include only those financed entirely by the employer. Excluded are legally required plans such as workers' compensation, Social Security, and railroad retirement.

Note: Establishments providing more than one type of retirement plan (e.g., an annuity and a lump sum payment) may cause the sums of the separate plans to be greater than the total for all retirement plans. "Other" retirement plans provide for a fixed number of payments after which payments are discontinued.

Table 5. Establishments and workers within scope of survey and number studied in Pueblo, CO,[1] September 1988

Industry division[2]	Minimum employment in establishments in scope of survey	Number of establishments		Workers in establishments				
		Within scope of survey[3]	Studied	Within scope of survey				Studied[4]
				Total[4]		Full-time production and related workers	Full-time office workers	
				Number	Percent			
All divisions	50	58	41	9,427	100	4,773	626	7,952
Manufacturing	50	12	12	4,139	44	2,763	272	4,139
Nonmanufacturing[5]	50	46	29	5,288	56	2,010	354	3,813

[1] The Pueblo Metropolitan Statistical Area, as defined by the Office of Management and Budget through October 1984, consists of Pueblo County. The "workers within scope of survey" estimates shown in this table provide a reasonably accurate description of the size and composition of the labor force included in the survey. The estimates are not intended, however, to serve as a basis for comparison with other statistical series to measure employment trends or levels since (1) planning of wage surveys requires the use of establishment data compiled considerably in advance of the payroll period studied, and (2) small establishments are excluded from the scope of the survey.

[2] The 1972 edition of the *Standard Industrial Classification Manual* was used to classify establishments by industry division. All government operations are excluded from the scope of the survey.

[3] Includes all establishments with total employment at or above the minimum limitation. All outlets (within a metropolitan area or nonmetropolitan county) of nonmanufacturing companies are considered as one establishment when located within the same industry division.

[4] Includes executive, professional, part-time, and other workers excluded from the separate production and office categories.

[5] Includes transportation, communication, and other public utilities (excluding taxicabs and services incidental to water transportation); wholesale trade; retail trade; finance, insurance, and real estate; hotels and other lodging places; personal services; business services; automotive repair services and garages; motion pictures; membership organizations (excluding religious organizations); and miscellaneous services. Major industries excluded from this survey are agriculture; mining; construction; and some services (notably educational institutions and medical services).

Area Wage Survey Summaries

The following areas are surveyed periodically under contract to the Employment Standards Administration of the U.S. Department of Labor for its use in administering the Service Contract Act of 1965. Reports on the surveys shown below are available at no cost from any of the Bureau's regional offices while supplies last.

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Austin, TX[1]
Bakersfield, CA
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Biloxi-Gulfport and Pascagoula-Moss Point, MS
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[1] In 1988, this area is scheduled to be surveyed under the Bureau's regular area wage survey program.

[2] Scheduled to be surveyed in this program for the first time in 1988. In 1986, the area was surveyed under the Bureau's regular area wage survey program.

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